

**House File 2139 - Introduced**

HOUSE FILE 2139

BY STONE

**A BILL FOR**

1 An Act prohibiting school districts and charter schools from  
2 taking disciplinary action against employees, contractors,  
3 or students for the use of legal names or for the failure  
4 to use personal pronouns in official communications, and  
5 providing civil penalties.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 256E.7, subsection 2, Code 2024, is  
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *Or.* Be subject to and comply with the  
4 requirements of section 279.84 relating to the prohibition on  
5 disciplinary action for the use of legal names and for the  
6 failure to use personal pronouns in official communications in  
7 the same manner as a school district.

8 Sec. 2. NEW SECTION. **279.84 Prohibition on disciplinary**  
9 **action — use of legal names — failure to use personal pronouns.**

10 1. The board of directors of each school district shall  
11 not take any disciplinary action against an employee of the  
12 school district, a contractor hired by the school district,  
13 or a student enrolled in the school district for addressing  
14 other employees, contractors, or students using the employee's,  
15 contractor's, or student's legal name.

16 2. The board of directors of each school district shall not  
17 take any disciplinary action against an employee of the school  
18 district, a contractor hired by the school district, or a  
19 student enrolled in the school district for failing to disclose  
20 or use any personal pronouns in the greeting or signature block  
21 of any form of official communication, including letters,  
22 forms, notes, or electronic mail.

23 3. An employee whose employment is terminated in violation  
24 of this section may enforce this section through a civil action  
25 under section 70A.29, subsection 3.

26 4. For purposes of this section, "*disciplinary action*"  
27 includes termination of employment or the contractual  
28 relationship, suspension from employment or the contractual  
29 relationship, demotion, expulsion from school, suspension from  
30 school, detention, financial penalties, and written or verbal  
31 reprimands.

32 EXPLANATION

33 The inclusion of this explanation does not constitute agreement with  
34 the explanation's substance by the members of the general assembly.

35 This bill prohibits school districts and charter schools

1 from taking disciplinary action against employees, contractors,  
2 or students for the use of legal names or for the failure to use  
3 personal pronouns in official communications.

4 The bill prohibits the board of directors of school  
5 districts and the governing boards of charter schools from  
6 taking any disciplinary action against an employee, contractor,  
7 or student for addressing other employees, contractors, or  
8 students using the employee's, contractor's, or student's legal  
9 name.

10 The bill prohibits the board of directors of school  
11 districts and the governing boards of charter schools from  
12 taking any disciplinary action against an employee, contractor,  
13 or student for failing to disclose or use any personal pronouns  
14 in the greeting or signature block of any form of official  
15 communication.

16 The bill allows an employee whose employment is terminated  
17 in violation of these provisions to enforce the provisions  
18 through a civil action which allows the aggrieved employee to  
19 receive reinstatement, with or without back pay, civil damages  
20 in an amount not to exceed three times the aggrieved employee's  
21 annual wages and benefits, and any other equitable relief the  
22 court deems appropriate, including attorney fees and costs.  
23 Injunctive relief is also available.

24 The bill defines "disciplinary action" to include  
25 termination of employment or the contractual relationship,  
26 suspension from employment or the contractual relationship,  
27 demotion, expulsion from school, suspension from school,  
28 detention, financial penalties, and written or verbal  
29 reprimands.